

**State of Connecticut  
Commission on Human Rights and Opportunities  
Regular Commission Meeting  
Legislative Office Building, Room 1A  
Hartford, CT 06106  
Wednesday, December 12, 2018**



**2:00 p.m.**

**Regular Commission Meeting Minutes**

**Commissioners Present**

Cherron Payne, Chair  
Edward Mambruno, Secretary  
Andrew Norton  
Lisa Gilberto  
Shuana Tucker  
Nicholas Kapoor  
Joseph Suggs

**Commissioners Absent**

Edith Pestana

**Staff Present**

Tanya Hughes, Executive Director  
Cheryl Sharp, Deputy Director

Kimberly Jacobsen, HRO Attorney	David L. Kent, HRO Attorney
Carolyn Anderson HRO Attorney	Yvonne Duncan, HRO Attorney
Ronald Simpson, Regional Manager, Capitol	Jamie Rubin, Regional Manager, SW
Shawn Burns, Regional Manager, WC	Margaret Nurse-Goodison, HRO Attorney
Neva E. Vigezzi, AA HRO Representative	Muriel Carpentier, AA HRO Representative
Monica H. Richardson, Executive Secretary	Kristen Daniels, Executive Secretary
Emily Melendez, Assistant Attorney General	

I. Chairperson: Cherron Payne, Presiding

The meeting was convened at 2:05 p.m.

II. Secretary: Edward Mambruno

A motion was made by Commissioner Kapoor to approve the minutes of the November 12, 2018. It was seconded by Commissioner Giliberto. The vote was: Yes (6), No (0), and Abstentions (0). The motion carried.

III. Affirmative Action Recommendations – Vote Required

The following plans were presented by Deputy Director Cheryl Sharp:

A. Staff Recommendations: **Approval**

1. Division of Criminal Justice, Office of the Chief State's Attorney

Representing the agency was Honorable Kevin Kane, Chief State's Attorney and John J. Russotto, Deputy Chief State's Attorney.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all of its hiring goals at 50%. The promotion goals were met at 47% and the program goals were met at 100% (2 out of 2).

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 367% goal achievement for the SBE and 429% for the MBE.

The filing history is as follows: 2013, 2014, 2015, 2016, and 2017, Approved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Giliberto to accept the staff recommendation to **approve** the plan of **Division of Criminal Justice** and retain annual filing status. The vote was: Yes (6), No (0) and Abstentions (0). The motion was unanimous.

2. Department of Motor Vehicles

Representing the agency was Commissioner Michael Bzdyra, Natalie Shipman, Equal Employment Opportunity Manager, Janice DuFrend, Equal Employment Opportunity Specialist 2 and Daniel Callahan, Human Resources Administrator.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all of its hiring goals at 38.2%. The promotion goals were 59.1% and the program goals were met at 100% (1 out of 1).

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 1286.8% goal achievement for the SBE and 3052.1% for the MBE.

The filing history is as follows: 2013, 2014, 2015, 2016, and 2017, Approved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Giliberto to accept the staff recommendation to **approve** the plan of the **Department of Motor Vehicles** and retain annual filing status. The vote was: Yes (6), No (0) and Abstentions (0). The motion was unanimous.

### 3. University of Connecticut Health Center

Representing the agency were Elizabeth Conklin, Associate Vice President, Office of Institutional Equity, Carolle Andrews, Chief Administrative Officer and Interim Vice President for Human Resources, Aliza Wilder, Director of Human Resources, and Hanna Prytko, Search Compliance Manager, Office of Institutional Equity.

The plan was recommended for **Approval**:

The agency has met all or substantially met all of its hiring goals at 44%. The promotion goals were met at 46.4% and the program goals were achieved at 100% (4 out of 4).

The Contract Compliance Set-Aside Program for FY 2016/2017 showed 30% goal achievement for the SBE and 556% for the MBE.

The filing history is as follows: Approved, 2013, 2014, 2015, 2016, and 2017.

A motion was made by Commissioner Giliberto and seconded by Commissioner Kapoor to accept staff recommendation to **approve** the plan of the **University of Connecticut Health Center** and retain annual filing status. The vote was: Yes (6), No (0) and Abstentions (0). The motion was unanimous.

#### IV. Request for Reopening:

1. Presented by Kimberly Jacobsen, HRO Attorney

RE: Steven Bryan v Manchester Community College  
CHRO No. 1610366

Following a presentation made by the agency, a motion was made by Commissioner Suggs and seconded by Commissioner Giliberto to accept the staff recommendation that the request for reopening be **denied**. The vote was: Yes (6), No (0) and Abstentions (0). The motion carried.

2. Presented by David L. Kent, HRO Attorney

RE: Steven Bryan v Specialty Transportation  
CHRO No. 1610409

Following a presentation made by the agency, a motion was made by Commissioner Giliberto and seconded by Commissioner Tucker to accept the staff recommendation that the request for reopening be **denied**. The vote was: Yes (6), No (0) and Abstentions (0). The motion carried.

3. Presented by Carolyn Anderson, HRO Attorney

RE: Steven Bryan v Niagara Bottling, LLC  
CHRO No. 1710474

Following a presentation made by the agency, a motion was made by Commissioner Kapoor and seconded by Commissioner Tucker to accept the staff recommendation that the request for reopening be **denied**. The vote was: Yes (6), No (0) and Abstentions (0). The motion carried.

*\*4. Presented by Margaret Nurse Goodison, HRO Attorney*

RE: Lorraine Bedus v. Waste Management  
CHRO No. 1610366

*\*This request was removed from the agenda at 2:45. It will be on the January 9, 2019, Regular Commission meeting agenda.*

5. Presented by Yvonne Duncan, HRO Attorney

RE: McNeil Redwood v. Allstate Fire Equipment  
CHRO No. 1610009

Following a presentation made by the agency, a motion was made by Commissioner Giliberto and seconded by Commissioner Suggs to accept the staff recommendation that the request for reopening be **denied**. The vote was: Yes (6), No (0) and Abstentions (0). The motion carried.

## V. Division Reports

Executive Director's Report: by Tanya Hughes, Executive Director

Director Hughes reported on the following items: personnel, public relations and engagements, CHRO Anniversary activities, and operations. The training seminar for commissioners on Dec 10 went well and agency wide training on December 17 was successful.

Outreach Report: presented by Cheryl Sharp, Deputy Director

Future Outreach Activities

- MLK Bell Ringing Ceremony, Jan 21, 2019
- MLK Day at the Peabody Museum in New Haven, Jan 21

- Kids Speak (Jr.)

Outreach Successes:

- Yale Clinic, Dec 20, 2018
- Norwich legislative Breakfast, Dec 4

A newly formatted and detailed report was provided. See attached.

VI. New Business: N/A

VII. Executive Session

*(Requires a two-thirds vote of commissioners present and voting – staff and guests invited to attend must be noted)*

VIII. Vote on Executive Session Items

*(Action May Be Required)*

IX. Old Business: N/A

X. Adjournment

A motion was made by Commissioner Kapoor to adjourn the meeting and was seconded by Commissioner Suggs. The motion to adjourn carried unanimously. The vote was Yes (6), No (0), and Abstentions (0). The meeting adjourned at 3:07 p.m.